



Staffing Advisory Section

CREDITABLE SERVICE

Nonappropriated Fund

Fact Sheet

May 2006

For Additional Information: (703) 696-6301, Team 4; Staffing Advisory 3, DSN 426-6301

LEAVE AND REDUCTION IN FORCE (RIF)

According to the Office of Personnel Management (OPM), Nonappropriated Fund (NAF) service is creditable for **leave** as long as the competing employee moves on or after January 1, 1987, without a break in service of more than 3 days, from a NAF position to a position in the Department of Defense (DoD), or in the Coast Guard. For **reduction in force (RIF)**, NAF service is creditable as long as the above criteria is met and the move took place on or after January 1, 1966. Once properly credited, this NAF service remains creditable during any subsequent period of civil service employment. (5 *United States Code (U.S.C.) 6312(a)(2)*)

EXAMPLE:

NAF position from 1/1/79 thru 1/1/88
AF position from 1/6/88 to present

Employee would not be eligible for service credit for **leave** or **RIF** because there was more than a 3-day break in service between the move from NAF to Appropriated Fund (AF).

EXAMPLE:

NAF position from 1/1/79 thru 1/1/86
AF position from 1/2/86 to present

Employee would only be eligible for service credit for **RIF** and not **leave** because the move from NAF to AF was after 1/1/66 but before 1/1/87.

EXAMPLE:

NAF service: 1/1/79 thru 1/1/85; 1/1/86 thru 1/1/90
AF service: 1/2/90 thru 1/1/95; 1/1/97 to present

Employee would receive service credit for **leave** and **RIF** for the entire period(s) of NAF service because the move from NAF to AF was on or after 1/1/87 (for **leave**) and 1/1/66 (for **RIF**), without a break in service of more than 3 days.